



**Seattle Police Department
Office of the Compliance Coordinator**

To: Merrick Bobb
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Monitoring Team

Seattle City Attorney's Office

Seattle Mayor's Office

From: Bob Scales
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Date: June 7, 2013

Subject: MAY 2013 – Progress Report

Description of Selected Activities

SPD and DOJ have had a number of productive discussions regarding the Bias Free Policing and Stops and Detentions draft policies. Some of these meetings were facilitated by the Monitor and some were held by the Parties on their own. The Parties agreed to send draft materials on the two policies to the Community Policy Commission for their review and consideration. SPD and DOJ jointly presented these drafts and notes to the CPC at their meeting on May 22. The CPC has formed two subcommittees that will be working over the next few months, in conjunction with the Parties, to further develop and refine these policies. Now that the CPC has begun its work on the Bias Free Policing and Stops and Detention policies, the City and DOJ have suspended their direct discussions about these two policies, as the CPC requested. The Parties will continue to work with the CPC on the development of these two policies.

One of the concerns raised by the Monitor in his First Semi-Annual Report was that there appears to be a general lack of awareness and understanding among rank and file officers about the scope and purpose of the Settlement Agreement and the role of the Monitor. Bob Scales developed a short presentation that explains the goals, objectives and requirements of the Settlement Agreement and describes the roles of the Monitor, DOJ, Community Police Commission, Compliance Office and the Crisis Intervention Committee. Bob gave his presentation during the all Captains meeting on April 30. With the assistance of Assistant Chief Sanford, Sergeant Christi Robbin, Officer Eric Pisconski and Officer Ryan Lancaster, the presentation was also given to patrol officers during 15 roll calls covering all watches and all precincts. We will continue to provide relevant information and presentations to SPD personnel as

needed to keep them up to date on the progress of implementing the Settlement Agreement and to address questions and concerns as they arise. Our next step is to give presentations for specialized units, detective units and civilian employees.

The Monitoring Team had several discussions with SPD regarding their ideas and concerns about SPD's IT systems. These concerns were identified in the Monitoring Plan and the first Monitor's Report. The Monitoring Team outlined their expectations for the needed improvements to those systems and they provided some recommendations for potential solutions such as developing business intelligence system. As a result of those discussions, SPD developed a Request for Proposals (RFP) to conduct a gap analysis and risk assessment in preparation for an intended business intelligence system. On May 30 the RFP was sent to selected qualified vendors on the City's Consultants Roster. The scope of work for the RFP includes developing a project charter for a business intelligence solution, documenting the goals, objectives and technical requirements for the BI solution, identifying the gaps and associated risks between the current system and the intended BI solution, and developing options for different solutions including budget and staffing requirements. The goal is to have the work completed by September 2013. At that time SPD will identify the preferred solution, secure the needed funding and then issue a second RFP for a vendor to build the system. At the Monitor's request, both DOJ and the Monitoring Team will be involved in the RFP review and selection process.

On May 20 the Crisis Intervention Awareness and De-escalation (CIAD) training draft curriculum (which is intended to serve as the basic training all officers will receive on Crisis Intervention under Paragraph 134 of the Settlement Agreement) was sent to the Monitor and DOJ for review. The CIC is scheduled to have their first meeting on June 13. It is expected that subcommittees will be formed at that time to review all CIT-related curriculum, as well as dispatcher training, and policies related to the CIT program.

May Events and Meetings

- Peter Ehrlichman and Marnie MacDiarmid attended a May Day roll call, observed SPOC Operations and rode along during the May Day 2013 operations (May 1)
- Monitor briefs Seattle City Council (May 7)
- Meeting held with SPOG President Rich O'Neill, Chief Pugel and Merrick Bobb (May 7)
- Monitor, DOJ and SPD attend Community Police Commission meeting. A/C Reed and IT Director Knutson give a presentation on the new in car video system (May 8)
- Meeting with DOJ, SPD and Monitor to discuss DOJ document requests and status of Bias Free Policing and Stops and Detentions Policies followed by DOJ feedback on the Use of Force Policy (May 9)
- Meeting with DOJ and SPD to discuss Bias Free Policing and Stops and Detentions policies. (May 20)
- Meeting with DOJ and SPD to discuss Use of Force Policy (May 20)
- DOJ and the Monitoring Team have a telephone conference with City of Seattle Labor Negotiator Mike Fields to discuss the status of collective bargaining negotiations (May 20)
- SPD and DOJ attend Community Police Commission meeting. SPD and DOJ present drafts and notes for Bias Free Policing and Stops and Detentions policies (May 22)
- Ride Along scheduled for Julio Thompson at South Precinct (May 22)
- Meeting with SPD Compliance Office, Monitor Team and SPD IT to discuss RFP for a business intelligence system and gap analysis (May 22)
- SPD and DOJ meet with the Commission's Bias Free Policing Committee to discuss the draft policy and notes (May 28)

- SPD, DOJ and Monitoring Team meet to discuss CIT draft policy and draft training curriculum for Crisis Intervention Awareness and De-escalation training (May 29)
- Monitor Team met with Captain Wilson of East Precinct (May 30)
- DOJ and Monitor have telephone conference with Captain Fowler to discuss the status of the first Crisis Intervention Committee meeting scheduled for June 13 (May 30)
- Members of the Monitoring Team and DOJ attended every Use of Force Review Board meeting (approximately every Tuesday)

Summary of Materials Provided to DOJ and Monitor

- The Monitoring Team was given access to closed OPA cases from the First Quarter of 2013 located on the SPD share drive. OPA has sent closed cases from 2011 and 2012 to a vendor to be scanned. The Monitoring Team has requested that these files be provided to them electronically. (May 7)
- May Day Incident Action Plan 2013 (April 29)
- May Day Incident Action Plan 2012 and 2012 After Action Reports (May 9)
- SIR's (Significant Incident Reports) to all members of MT and DOJ (ongoing)
- Crowd Management Training curriculum and modules (May 13)
- In Car Video – SPD Manual Policy (May 7)
- File requests that DOJ had not received but the Monitoring Team had were forwarded to DOJ (Meeting minutes from the African American Community Council, May Day IAP and In-Car Video policy documents) (May 7)
- Documents related to labor negotiations (May 3 & 20)
- Copies of surveys conducted by SPD from 2008 to present – Requested by the Monitor (May 15)
- MIS's (Major Incident Summaries) sent to all parties starting May 19 and will continue
- Use of Force reports for May 21 meeting sent to DOJ (copy to all parties) per Mike Diaz request
- Request for Proposals (RFP) for a gap analysis and risk assessment for an intended business intelligence system (May 30)
- Crisis Intervention Committee information: Invitation letter for first CIC meeting, list of invitees and RSVP, CIC Committee outline (May 17)
- Draft CIT policy (May 17)
- Crisis Intervention Awareness and De-escalation training draft curriculum (May 20)
- CIT Draft Policy to Ellen Scrivner (May 29)
- SFTP information to Joe Brann and assisted set up on his laptop (May 28)
- Complaint filed in federal court related to DOJ's request for documents (May 29)
- Listing of all SPD Facilities or any locations that house SPD staff, training etc. as requested by Monitoring Team (May 31)